Competitive Sourcing - Impact of NSPS

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Competitive Sourcing - Impact of NSPS

- Intended Audience:

  Attendees should have a fundamental knowledge of the overall stages of a competitive sourcing study as well as specific knowledge of preliminary planning and agency tender development requirements. Recommend attendees have at least 1 year of experience in this area.

Competitive Sourcing - Impact of NSPS

- Objectives:
  - Describe how NSPS workforce shaping rules can be used to minimize downsizing impact
  - State at least three ways NSPS classification architecture will impact MEO

NSPS is….?

National Security Personnel System

- It will "provide DoD with a modernized system that will provide the essential tools to hire more quickly, offer competitive salaries, and compensate and reward employees based on their performance and contribution to the mission."

Source: DOD NSPS General Fact Sheet – http://www.cpms.osd.mil/NSPS/pdf/GeneralFactSheet102705.

Workforce Shaping

- What stays the same
- What changes
- How does it impact Planning?

Workforce Shaping

- staying the same

- Army intends to retain current RIF/VSIP/VERA approval guidance
- RIF procedures
  - RIF Notice period
  - Use of annual leave
  - Voluntary separation
  - Mandatory exceptions
  - Recordkeeping

Workforce Shaping
- changing

- Increased flexibility to realign, reorganize, and shape the workforce for organizational-based reasons
- Consistent with performance-based system
- New or revised concepts and procedures
  - Competitive area* procedures
  - Competitive group*
  - Retention standing

- Displacement
- Transfer of function
- Pay retention

*key areas of impact on CS planning

Competitive Areas

- Comprised of:
  - Geographical location(s)
  - *Line(s) of business*
  - *Product line(s)*
  - Organizational unit(s)
  - *Funding line(s)*
- Concepts
  - Must be established 90 days ahead – can only be assigned one comp area/group at a time
  - Establish based on organizational needs
  - Not used to target individuals

Examples
Competitive Areas

- RDT&E, Operational Systems Development, Advanced Cryptologic Systems Engineering
- Michigan, Bradley Fighting Vehicle
- Army Hospital, OB/Gyn Surgical Ward, North Dakota
- ACTEDs interns, Career Program 11
- Military funding vs. Civil Works funding
- Quality Assurance Specialist - worldwide

Competitive Groups

- Separate competitive groups required for:
  - Excepted/competitive service
  - Different excepted service appointing authorities
  - Different work schedules

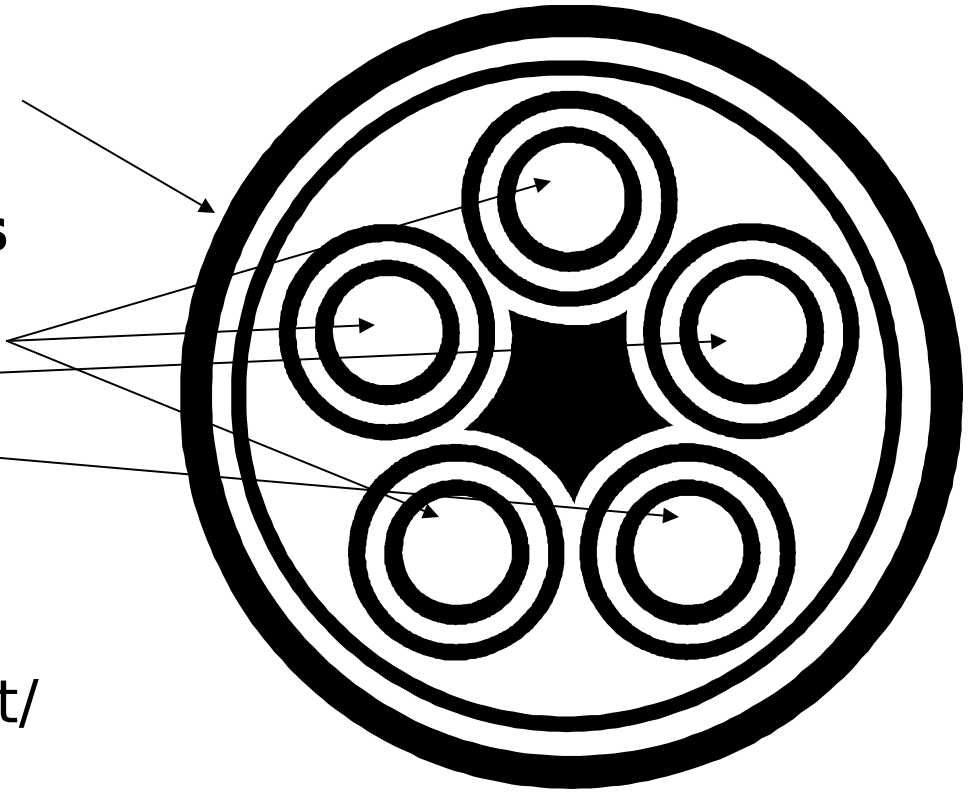
- May be further defined by:
  - *Career group*
  - *Pay Band*
  - *Pay schedule*
  - Trainee status
  - Occupational code or specialty

Competitive Groups

- Scientific and Engineering Career Group, Professional Pay Schedule, Pay Band 2
- Standard Career Group, Supervisor and Manager Pay Schedule; Occupational Series 0201
- Medical Career Group, Medical Professional, and Medical Supervisory Pay Schedules

Relationship of Comp Area to Comp Group

- **Competitive Area (CA)**
- **Competitive Groups (CG)**
  - **Pay Bands 1, 2, 3**
  - **Intern**
  - **Part time employee**
- CA/CG determination made at lowest practical management/ organizational level, *not by HR*



Impact of Changes

- Minimize impact on organization's workforce, mission, productivity by redefining CA and CGs based on area under study
- Competitive group that includes employees from different pay band will be more disruptive to the workforce as a whole.
- Smaller competitive groups are likely to lead to less disruption overall; however, larger competitive groups may allow for retention of more skills.

Classification Architecture

- NSPS classification architecture will impact MEO:
  - Classification process
  - Position flexibility
  - Labor costs

GS vs. NSPS Classification

GS	NSPS
Pay Plan	Pay Schedule
Occupational Series (#)	Occupational Code (#)
Title	Title
Grade	Pay Band
Occupational Family	Career Group
OPM Classification Stds	NSPS Standards
Many Class Standards	14 Standards

Occupational Definitions

- Professional Occupations
  The term *professional* refers to positions that have a positive educational requirement.

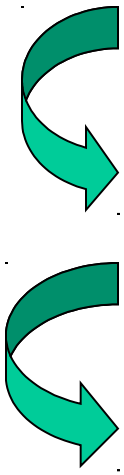
- Analytical Occupations
  Employees in occupations that are *analytical* perform work involving judgment, discretion, and personal responsibility

Occupational Definitions (continued)

- Technician and Support Occupations
  Technician and support occupations typically provide support to professional or analytical occupations.

- Student Educational and Employment Program (SEEP) Provides for noncompetitive appointments of students who may work full- or part-time at any time of the year.

Classification Structure



Career Groups

Pay Schedules

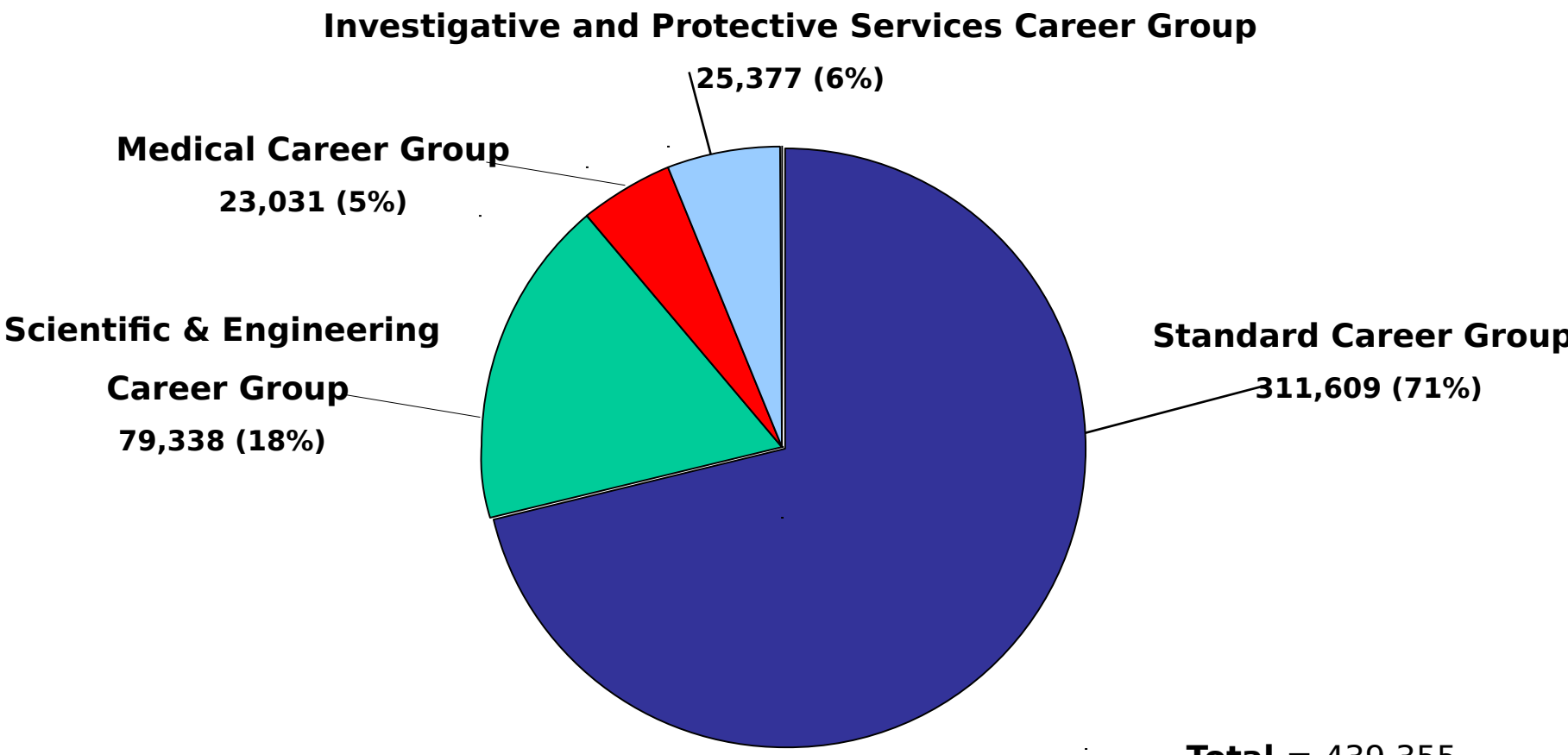
Pay Bands

Career Groups (CGs)

CGs are broad groupings of occupations performing similar types of work with similar progression patterns.

- Scientific and Engineering (S&E CG)
- Medical (MED CG)
- Investigative and Protective Services (I&P CG)
- Standard Career Group (STND CG)

Career Groups by Population and Percentage



Total = 439,355
(DoD white-collar workforce)

Pay Schedules

- Professional and analytical
- Technician/support
- Supervisory
- Student

PSs combine similar types of work within a CG.

Career Group and Pay Schedule

Example 1

Occupation	Career Group	Pay Schedule
Human Resources Sp, 0201	STND	Professional/ Analytical YA
Human Resources Tech, 0203	STND	Technician/Support YB
Human Resources Student Trainee, 0299	STND	SEEP YP
Supervisor	STND	YC

Career Group and Pay Schedule

Example 2

Occupation	Career Group	Pay Schedule
Engineering, 0801	S&E	Professional YD
Engineering Tech, 0802	S&E	Technician/ Support YE
Engineering Student Trainee, 0899	STND	SEEP YP
Supervisory	S&E	YF

Pay Band

PBs combine a range of work into a discrete level. The NSPS pay system establishes a pay range for each PB, with a minimum and a maximum pay rate.

- Entry
- Journey
- Expert

Pay Schedule & Pay Band

Pay Band	Prof/ Analytical	Tech/Support	Supervisory ***
1	Entry / Developmental	Entry/ Developmental or Journey *	Supervises PB 1
2	Journey	Journey *	Supervises PB 2
3	Expert / Program Mgr	Journey / Expert *	Manager
4		Unusual Expert**	

* Pay range varies by career group

** Limited to certain occupations in some career groups

*** Depends on pay band and kind of work supervised

Key Classification Differences

GS

- Focus on Position
- Requires seasoned classification judgment
- Classification drives pay

NSPS

- Focus on Person
- Administrative decision based on what is:
  - Best for business
  - Most economic
  - Wisest use of taxpayer's dollars
- Performance drives pay

Increased Position Flexibilities

- Mixed
- Interdisciplinary
- Interoccupational

Mixed Positions

- Classified in the occupation and PB that best reflect the position's purpose.
- Where work falls within more than one PB, position is classified in highest applicable PB.
- Supervisory positions that also include nonsupervisory work are classified in the PS of the highest level work performed.
- If a specific occupation is not appropriate, position may be classified in general "01" occupation, if available, in that CG and PS.

Interdisciplinary Positions

- Professional and analytical (YA), science and engineering (YD), and/or medical professional (YH) pay schedules
- All occupations identified on the Position Description (PD)
- Cannot combine professional occupations and analytical occupations
- Example
  - Sociologist (101) and Biologist (401)

Interoccupational Positions

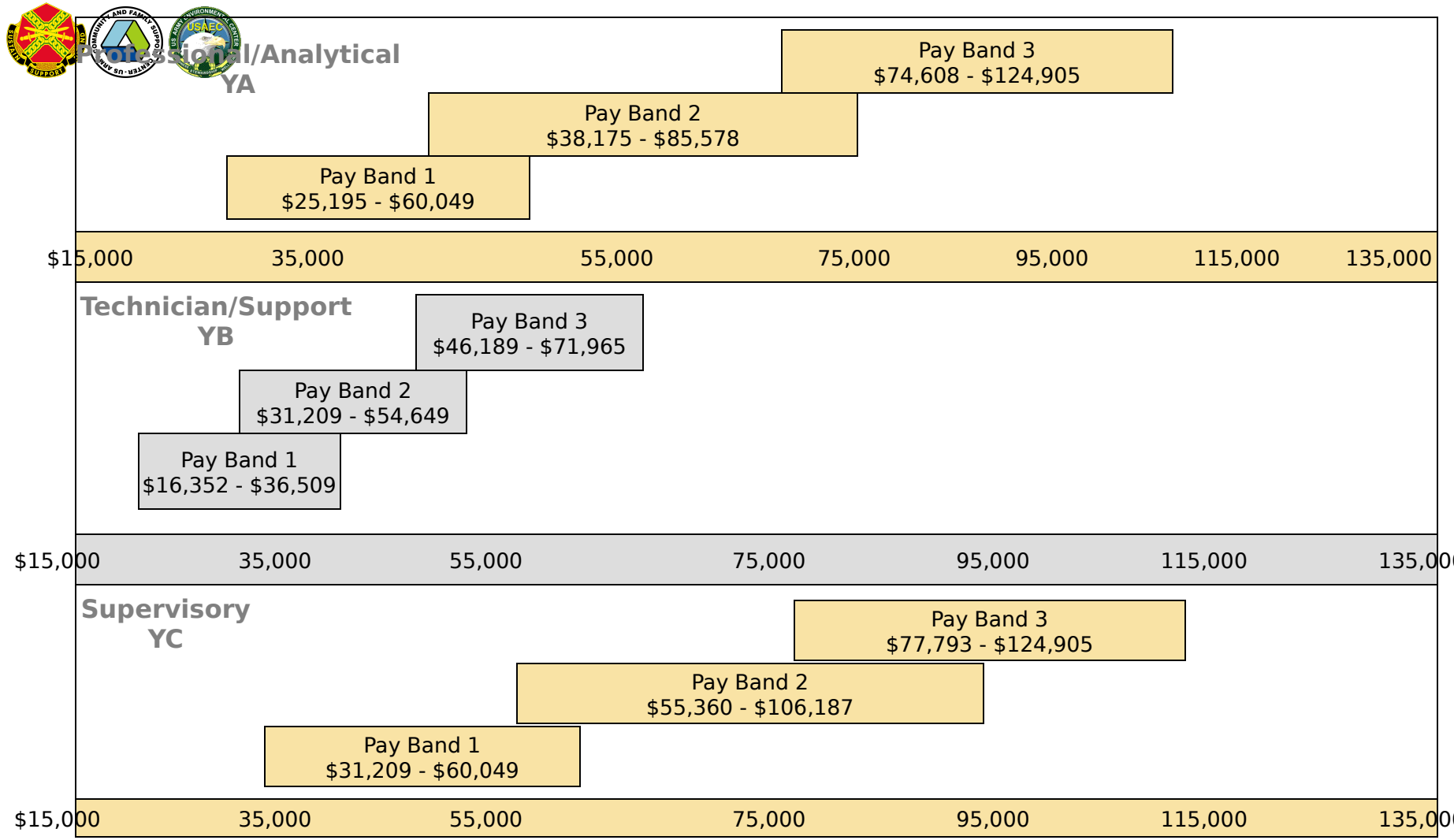
- Professional and analytical (YA) pay schedule *only*
- All occupations identified on PRD
- Cannot combine professional occupations and analytical occupations
- Not applicable to technician or support occupations
- Example
  - Budget Analyst (560) and Management Analyst (343)

Lowering Labor Costs

- Instead of basing labor costs on grade, use of pay bands allows for more cost variation
- Example
  - Management Technology Office
    - 2 GS-2210-09s
    - 3 GS-343-12s
    - 1 GS-343-13 lead

6 PB-II employees

Standard Career Group



Classification Architecture

- NSPS classification architecture will impact MEO by
  - Simplifying classification process
  - Providing more flexibility in positions
  - Potentially lowering labor costs

Summary Questions

- How may NSPS workforce shaping rules be used to minimize downsizing impact?
- What are three ways that NSPS classification architecture may impact MEO?